Human Resource Management Report Executive Summary – FY 2006 Statewide Roll-up

Plan & Align Workforce	
Percent managers with current performance expectations for	25/35 agencies have WF Mgmt expectations for >90% of supervisors
workforce management	
Management profile:	
Percent workforce that is coded as "Manager"	9.4%
 Percent workforce that is WMS 	8.3%
Percent WMS that is "manager", "policy", "consultant"	73% manager, 8% policy, 19% consultant
 Percent employees with current position descriptions 	67% (est. statewide). 13/35 agencies have descriptions for >90% of employees
Hire Workforce	
 Days to fill job vacancies 	Data not available until 4/07
 Candidate quality ratings 	Data not available until 4/07
 Hiring balance (% types of appointments) 	29% promotions, 32% new hires, 8% exempts, 26% transfers, 5% other
 Percent separation during post-hire review period 	~9.7% (statewide estimate)
Deploy Workforce	
 Percent employees with current performance expectations 	64% (statewide estimate). 14/35 agencies have performance expectations for
	>90% of employees
 Employee survey "productive workforce" ratings 	3.8 statewide average rating (1-5 scale)
Overtime usage:	
 Average overtime hours 	8.2 hours average, per capita, per quarter in FY 2006
 Average number employees receiving overtime 	25.9% average, per capita, per quarter
Sick leave usage	
 Average sick leave use per capita 	17.9 hours, per capita, per quarter in FY 2006
 Average sick leave for just those who used sick leave 	22.7 hours, per quarter in FY 2006
 Number of non-disciplinary grievances filed 	769 total for FY 2006
 Number of non-disciplinary appeals filed 	131 total for FY 2006
Develop Workforce	
 Percent employees with current individual training plans 	64% (statewide estimate)
 Employee survey "training & development" ratings 	3.7 statewide average rating (1-5 scale)
Reinforce Performance	
 Percent employees with current performance evaluations 	63% (statewide estimate). 15/35 agencies have current performance evaluations
	for >90% of employees.
 Employee survey "performance & accountability" ratings 	3.7 statewide average rating (1-5 scale)
Number of formal disciplinary actions taken	451
 Number of disciplinary grievances/appeals filed 	277 disciplinary grievances. 23 disciplinary appeals filed
Ultimate Outcomes	
Employee survey "Employee Commitment" ratings	3.6 statewide average rating (1-5 scale)
Statewide turnover percentages	9.4% statewide, leaving state service
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